



Occupational Survey Report

**2R1X1
MAINTENANCE
PRODUCTION MANAGEMENT
MARCH 2001**

**Burke Burright
Occupational Analyst**

Air Force Occupational Measurement Squadron
Air Education and Training Command

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WORK PERFORMED BY MEMBERS OF THE CAREER LADDER

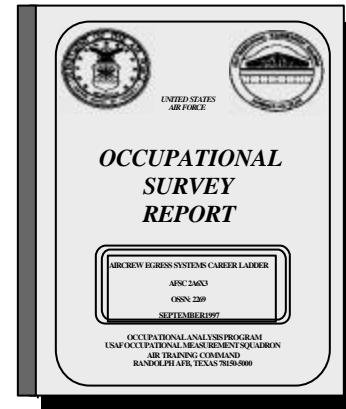
- ◆ **PLAN, SCHEDULE, AND ORGANIZE THE USE AND MAINTENANCE OF AIRCRAFT, ENGINES, MUNITIONS, AND ASSOCIATED AGE**
- ◆ **DOCUMENT AND MAINTAIN ASSOCIATED RECORDS**
- ◆ **DEVELOP GENERATION FLOW PLANS**
- ◆ **ANALYZE MAINTENANCE INFORMATION**

OVERVIEW

- ◆ **BACKGROUND**
- ◆ **CURRENT TRAINING PROGRAM**
- ◆ **CHARACTERISTICS OF THE SURVEY SAMPLE**
- ◆ **JOB STRUCTURE**
- ◆ **CAREER LADDER PROGRESSION**
- ◆ **CFETP REVIEW**
- ◆ **JOB SATISFACTION**
- ◆ **IMPLICATIONS**

SURVEY BACKGROUND

- ◆ SURVEY INITIATED TO OBTAIN DATA AND TO EVALUATE CURRENT CLASSIFICATION AND TRAINING DOCUMENTS
- ◆ LAST OSR COMPLETED: JULY 1998
- ◆ SURVEYED ACTIVE DUTY, ANG, AND AFRC



CURRENT TRAINING PROGRAM

- **AFSC AWARDING COURSE**
- **Maintenance Production Management Apprentice
(J3ABR2R1X1-003)**
 - 6 Weeks, 1 day
 - 12 Semester Hours for CCAF
- **Sheppard AFB, TX**

SURVEY SAMPLE CHARACTERISTICS

	<u>AD</u>	<u>ANG</u>	<u>AFRC</u>
◆ TOTAL ASSIGNED –	967	434	186
◆ TOTAL SURVEYED –	870	408	174
◆ TOTAL IN SAMPLE - (Percent of surveyed)	666 (77%)	206 (50%)	114 (66%)

Average time in career field for Active Duty: 8yrs 3 mos

Average total active federal military service: 10 yrs

Percent of AD in first enlistment: 27%

Percent assigned overseas: 20%

CHARACTERISTICS OF SURVEY SAMPLE

SKILL LEVEL

	<u>Assigned*</u>	<u>Sample</u>
3-Level	10%	12%
5-Level	49%	50%
7-Level	36%	35%
9-Level	5%	3%



PAYGRADE

	<u>Assigned*</u>	<u>Sample</u>
E-1 - E-3	14%	16%
E-4	16%	15%
E-5	25%	27%
E-6	23%	22%
E-7	18%	18%
E-8	4%	2%

* Assigned as of May 2000

COMMAND REPRESENTATION OF SURVEY SAMPLE

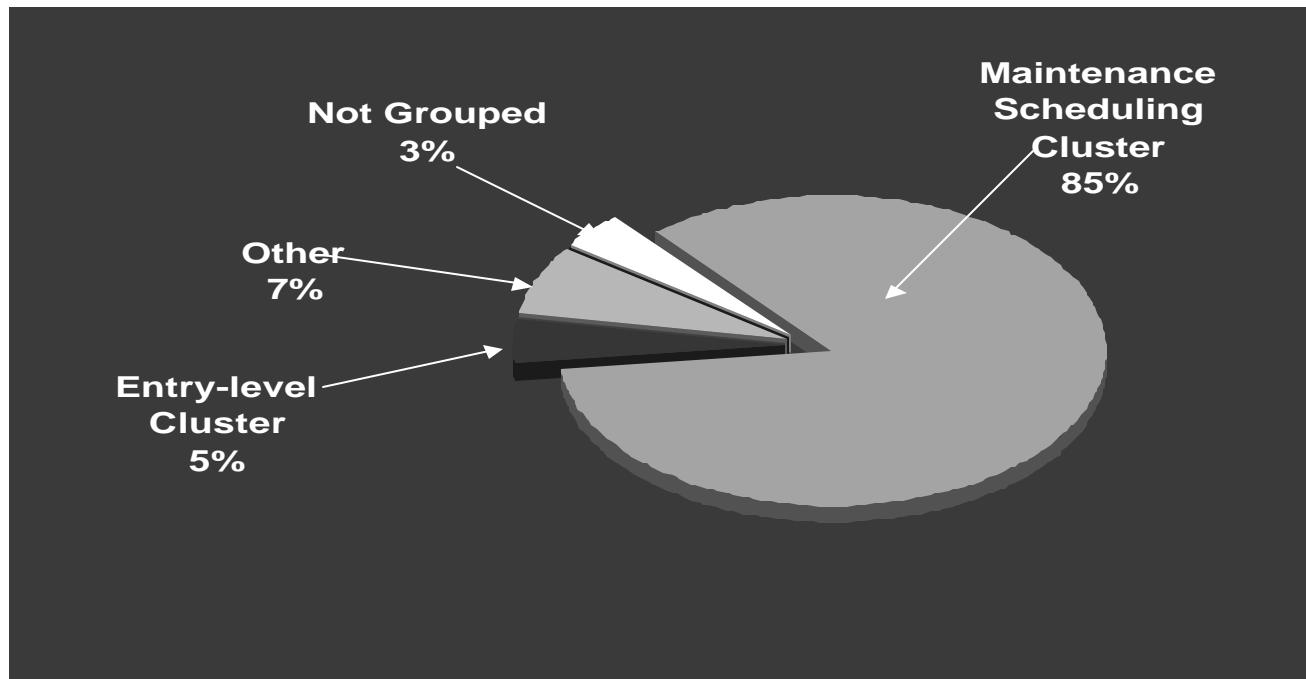
				Command	% of Assigned*	% of Sample
				ACC	26	28
				AMC	10	12
				PACAF	8	8
				AETC	6	7
				USAFE	5	5
				AFSOC	3	4
				AFMC	2	2
				Other AD	1	1
				ANG	27	21
				AFRC	12	12

* Assigned as of May 2000

JOB STRUCTURE

AFSC 2R1X1 CAREER LADDER JOBS

(N = 986)



Others: Time Change Monitor, AVDO Monitor, Engine Information System Job, Reserve Forces Production Controller, TMDE Scheduling Job, Training Job, and Command-level Manager.

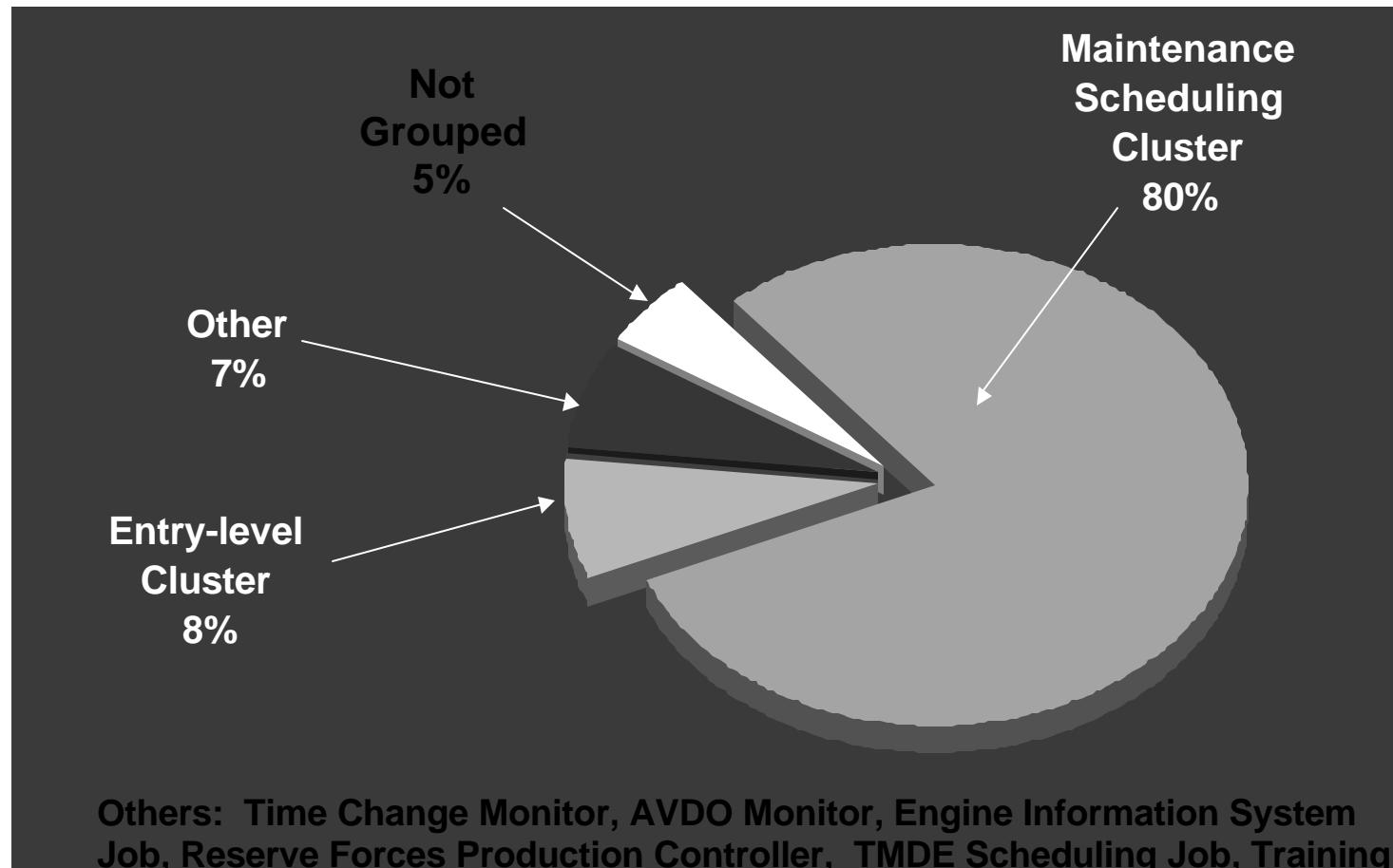
CAREER LADDER PROGRESSION

DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS

	2R131 (N=118)	2R151 (N=493)	2R171 (N=345)	2R191 (N=30)
MAINTENANCE SCHEDULING CLUSTER	85	82	90	83
ENTRY-LEVEL CLUSTER	7	5	1	3
OTHER	4	10	5	0
NOT GROUPED	4	3	4	14

FIRST-ENLISTMENT PERSONNEL JOBS

(N = 178)



REPRESENTATIVE TASKS PERFORMED BY FIRST-ENLISTMENT PERSONNEL

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
A0013 Maintain core automated maintenance system (CAMS) products	74
B0041 Review CAMS data	71
A0012 Maintain AFTO Forms 95 (Significant Historical Data)	65
C0065 Maintain historical data on assigned equipment	62
A0009 Initiate AF Forms 2410 (Inspection/TCTO Planning Checklist)	60
A0003 File AFTO Forms 781-Series (Aircraft Discrepancy, Inspection, and Maintenance Records)	57
A0025 Verify entries on AFTO Forms 781-Series	56
D0110 Distribute maintenance plans or schedules	54
A0011 Maintain AF Forms 2407 (Weekly/Daily Flying Schedule Coordination)	53
C0063 Maintain aircraft jacket files	52
D0112 Schedule accomplishment of TCTOs	52
D0113 Schedule replacement of time change items	52
C0055 Incorporate inspection and time changes into weekly schedules	51
C0054 Evaluate TCTO status for assigned equipment	50

STS AND POI REVIEW

(OVERVIEW)

- ◆ **STS and POI well supported by survey data.**
- ◆ **A few tasks warrant review for inclusion in the POI of the apprentice course.**

POI ANALYSIS

(EXAMPLES OF TASKS NOT REFERENCED TO POI)

TASKS		1st JOB (N=102)	1st ENL (N=178)	TNG* EMP	TSK** DIF
B0041 Review CAMS data		70	71	6.02	5.19
C0054 Evaluate TCTO status for assigned equipment		46	47	5.55	4.77
C0068 Participate in monthly TCTO kit reconciliation meetings		33	35	3.78	4.23
D0087 Assign or adjust priorities for planned or preplanned maintenance	30	33	3.18	5.67	
D0090 Conduct or attend daily maintenance planning meetings	53	49	3.96	4.45	
D0092 Coordinate delayed or deferring maintenance with appropriate agencies	30	34	3.78	4.25	
D0093 Coordinate maintenance requirements with operations	31	34	4.29	5.48	

* Mean TE Rating = 2.68 S.D. = 1.84 High TE > 4.52

** Mean TD Rating = 5.00 S. D. = 1.00 High TD > 6.00

JOB SATISFACTION PERCENTAGES (VERSUS COMPARATIVE SAMPLE)

	1- 48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	<u>2R1X1</u>	<u>COMP</u>	<u>2R1X1</u>	<u>COMP</u>	<u>2R1X1</u>	<u>COMP</u>
<u>EXPRESSED JOB INTEREST</u>						
Interesting	63	53	63	55	72	71
So-So	20	27	22	25	17	19
Dull	17	20	15	10	11	10
<u>USE OF TALENTS</u>						
Fairly Well to Excellent	76	64	81	83	83	83
Little or Not At All	24	36	19	17	17	17
<u>TRAINING UTILIZATION</u>						
Fairly Well to Excellent	91	85	87	84	84	83
Little or Not At All	9	15	13	16	16	17
<u>JOB ACCOMPLISHMENT</u>						
Satisfied	66	64	65	60	67	72
Neutral	12	15	12	17	13	12
Dissatisfied	22	21	23	23	20	16
<u>REENLISTMENT INTENTIONS</u>						
Yes	51	44	60	61	66	69
No	49	56	40	39	8	10
Plan to Retire	0	0	0	0	26	21

JOB SATISFACTION PERCENTAGES (VERSUS 1998 SURVEY)

	1- 48 MOS TAFMS		49 - 96 MOS TAFMS		97+ MOS TAFMS	
	<u>2001</u> <u>2R1X1</u>	<u>1998</u> <u>2R1X1</u>	<u>2001</u> <u>2R1X1</u>	<u>1998</u> <u>2R1X1</u>	<u>2001</u> <u>2R1X1</u>	<u>1998</u> <u>2R1X1</u>
<u>EXPRESSED JOB INTEREST</u>						
Interesting	63	57	63	67	72	72
So-So	20	22	22	19	17	16
Dull	17	21	15	14	11	12
<u>USE OF TALENTS</u>						
Fairly Well to Excellent	76	62	81	77	83	79
Little or Not At All	24	28	19	23	17	21
<u>TRAINING UTILIZATION</u>						
Fairly Well to Excellent	91	80	87	77	84	79
Little or Not At All	9	20	13	23	16	21
<u>JOB ACCOMPLISHMENT</u>						
Satisfied	66	65	65	68	67	70
Neutral	12	16	12	10	13	10
Dissatisfied	22	19	23	22	20	20
<u>REENLISTMENT INTENTIONS</u>						
Yes	51	51	60	64	66	70
No	49	49	40	36	8	7
Plan to Retire	0	0	0	0	26	23

JOB SATISFACTION PERCENTAGES

SPECIALTY JOBS

	Main. Sched. Cluster (N=841)	Entry Level Cluster (N=37)	Time Change Monitor (N=5)	AVDO Monitor (N=13)	Engine Info. Systems (N=13)
EXPRESSED JOB INTEREST					
Interesting	75	68	80	70	69
So-So	15	14	20	15	25
Dull	10	18	0	15	6
USE OF TALENTS					
Fairly Well to Excellent	85	81	100	85	69
Little or Not At All	15	19	0	15	31
TRAINING UTILIZATION					
Fairly Well to Excellent	89	95	100	85	81
Little or Not At All	11	5	0	15	19
JOB ACCOMPLISHMENT					
Satisfied	72	68	80	77	74
Neutral	12	2	0	8	13
Dissatisfied	16	30	20	15	13
REENLISTMENT INTENTIONS					
Yes	66	54	40	62	44
No	18	38	40	15	31
Plan to Retire	16	8	20	23	25

JOB SATISFACTION PERCENTAGES

SPECIALTY JOBS (cont.)

	Res.For. Pro. Control (N=9)	TMDE Sched. (N=13)	Training Job (N=7)	Command Level Mangers (N=5)
EXPRESSED JOB INTEREST				
Interesting	44	38	86	80
So-So	44	22	14	0
Dull	12	38	0	20
USE OF TALENTS				
Fairly Well to Excellent	44	46	71	80
Little or Not At All	56	54	29	20
TRAINING UTILIZATION				
Fairly Well to Excellent	44	31	71	80
Little or Not At All	56	69	29	20
JOB ACCOMPLISHMENT				
Satisfied	33	38	100	60
Neutral	0	8	0	0
Dissatisfied	67	54	0	40
REENLISTMENT INTENTIONS				
Yes	89	77	57	60
No	0	8	14	0
Plan to Retire	11	15	29	40

IMPLICATIONS

- ◆ Well functioning career ladder for Active Duty personnel.
- ◆ STS and POI well supported by survey data.
- ◆ A few important tasks not referenced in the POI.
- ◆ Job satisfaction generally high when compared to similar career fields.
- ◆ Satisfaction with training utilization and use of talents has improved since last survey for all TAFMS groups.

PRESENTATIONS

- ◆ Delivery: April 2001
- ◆ U&TW: July 2002
- ◆ SKT Team Briefing: June 2001

Questions?

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